

# Return on investment: workplace health

Many companies in the private sector have established workplace health promotion programs that serve to **enhance employee health, engagement, and performance**. There are many reasons why the workplace is an important setting for health promotion for both the employers and their employees:

- People spend a lot of time at work
- The workplace is a significant source of stress that affects employee productivity and health
- The rising healthcare costs unfavorably impact the bottom line financial performance of a business

As a broad practice, employer-sponsored workplace health programs communicate organizational commitment. They are a **long-term investment** intended to improve the quality of individual and collective health and wellbeing in the workplace. The programs create a **culture of wellness** and promote good health. Employees are encouraged to take action and achieve a healthy work-life balance and improve health by reducing the unhealthy and increasing the healthy forms of behavior.

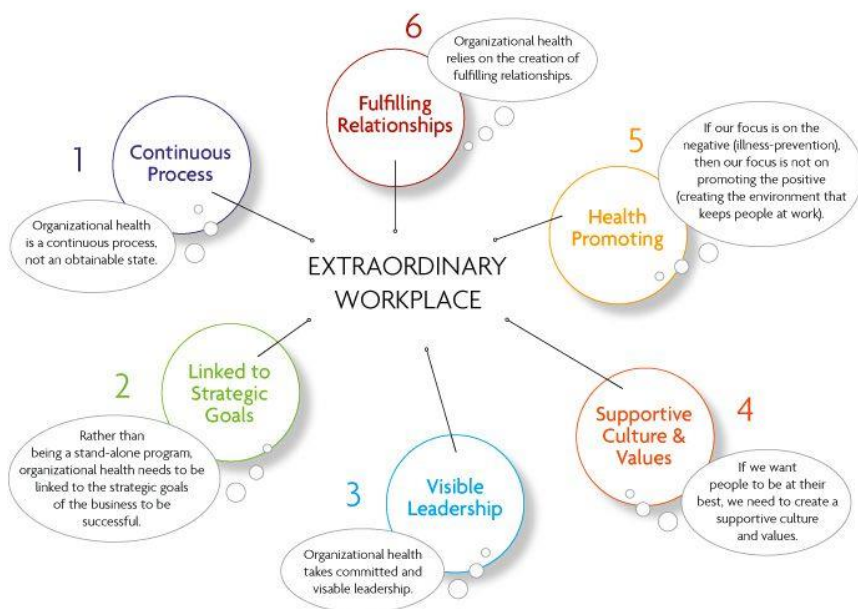


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Employers benefit from workplace health programs by improved employee engagement, performance, and productivity, decreased absenteeism, and lower employer-provided health insurance costs. Companies with health programs also report **stronger financial results and better stock performance**.

**Did you know that companies with highly engaged employees enjoy a 19% higher operating income and 28% increase in earnings per share?** Conversely, companies with low employee engagement levels suffer declines of 32% in operating income and 11% in earnings per share, according to a Towers Perrin study with 50 global enterprises.

According to National Worksite Health Promotion Survey, **65% of U.S. businesses offer workplace health programs**. Employers provide convenient onsite health centers with doctors, clinicians, and fitness centers, and offer various types of health education for managing stress and risk-related behaviors like smoking, lack of exercise, or unhealthy eating habits.